

LEADERSHIP DEVELOPMENT PROGRAM



GENTEX[®]
TRAINING CENTER



Introduction

Leadership Development Program Training Course gives organizations and their emerging leaders a structured path for building leadership capability over time. Leadership is learned through deliberate practice, honest feedback, and reflection, not through a single event. This program follows a development arc: self-awareness, leading others, leading teams, leading change, and leading strategy. It combines assessment tools with applied practice and personal planning. As a result, participants leave with a clear understanding of their leadership strengths, gaps, and next steps. Furthermore, the course builds coaching, feedback, and talent practices that leaders can use to develop others.

Leadership Development Program Course Objectives

- Assess personal leadership strengths and gaps using structured diagnostics.
- Apply the transformational and situational leadership models.
- Build self-awareness through emotional intelligence frameworks.
- Lead individuals with coaching using the GROW model.
- Give and receive feedback with the SBI and DESC frameworks.
- Develop team performance using the Tuckman stages model.
- Apply the 9-box grid and succession planning to talent decisions.
- Design individual development plans and stretch assignments.
- Lead change with Kotter's eight steps and the ADKAR model.
- Measure leadership growth with engagement and 360-degree feedback data.

Course Methodology

- Facilitated sessions built around assessed leadership practice.
- Diagnostic tools: self-assessment, peer review, and case analysis.
- Role-play of coaching, feedback, and development conversations.

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- Group exercises in talent review and development planning.
- Case studies from organizations with strong leadership pipelines.
- Simulation of team development and change leadership.
- Structured reflection and a personal development action plan.

Who Should Take This Course

- Emerging leaders and high-potential employees.
- Newly appointed managers and supervisors.
- Mid-level managers building leadership depth.
- HR and talent development professionals.
- Internal coaches and mentors.
- Succession candidates preparing for bigger roles.
- Executives sponsoring leadership development programs.

Leadership Development Program Course Outlines

Day 1: Self-Awareness and Leadership Foundations

- The leadership development arc and its stages.
- Leadership versus management in practice.
- Emotional intelligence and the four domains.
- Identifying personal strengths, values, and blind spots.
- Leadership style diagnostics and interpretation.
- Building a personal leadership brand.
- Workshop: completing a leadership self-assessment.





Day 2: Leading Individuals and Coaching

- Situational leadership and readiness levels.
- Coaching fundamentals and the coaching mindset.
- Coaching with the GROW model.
- Mentoring versus coaching versus instructing.
- Feedback with the SBI and DESC frameworks.
- Running effective development conversations.
- Role-play: a coaching conversation with a team member.

Day 3: Leading Teams and Building Performance

- Team development stages and the Tuckman model.
- Building trust, cohesion, and psychological safety.
- Setting team goals with SMART objectives.
- Delegation, accountability, and the RACI matrix.
- Managing conflict with the Thomas-Kilmann model.
- Motivating teams through recognition and purpose.
- Workshop: designing a team performance plan.

Day 4: Talent Development and Succession

- Talent review methods and the 9-box grid.
- Identifying critical roles and building bench strength.
- Designing individual development plans.
- Stretch assignments, rotation, and action learning.
- Succession planning and readiness assessment.

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- Measuring development progress and impact.
- Workshop: running a talent calibration discussion.

Day 5: Leading Change, Strategy, and Personal Growth

- Leading change with Kotter's eight steps and ADKAR.
- Translating strategy into team priorities.
- Influencing stakeholders and building coalitions.
- 360-degree feedback interpretation and action.
- Building a personal leadership development plan.
- Sustaining growth through reflection and mentoring.
- Capstone: presenting a leadership development roadmap.

Conclusion

By successfully completing Leadership Development Program Training Course, participants will have acquired the knowledge to assess their leadership capability, coach and develop individuals, build high-performing teams, manage talent and succession, lead change with proven frameworks, and align their growth with organizational needs. They will also understand how to measure progress and keep developing over time. Gentex Training Center delivers this program through assessments, applied practice, and expert facilitation, helping participants grow into confident, capable leaders.

FAQs for the Leadership Development Program course





Q1 What is the "Leadership Development Program" course about?

It is a training program that builds leadership capability in structured stages. It covers self-awareness, coaching individuals, leading teams, talent and succession planning, change leadership, and personal development planning.

Q2 What are the key benefits of the "Leadership Development Program" course?

Participants gain a clear picture of their strengths and gaps, practical coaching and feedback skills, and a personal development plan they can act on immediately. Organizations benefit from stronger leadership pipelines, better talent decisions, and leaders ready for larger responsibility.

Q3 What skills will I gain from the "Leadership Development Program" course?

Participants build self-awareness and leadership diagnosis, coaching individuals and developing talent, team leadership and performance building, and talent succession, change leadership, and development planning.



Q4 What tools, methods, or standards are covered in the "Leadership Development Program" course?

The course covers emotional intelligence frameworks, situational and transformational leadership models, the GROW coaching model, the SBI and DESC feedback frameworks, the Tuckman stages, the RACI matrix, the Thomas-Kilmann conflict model, the 9-box grid, individual development plans, 360-degree feedback, Kotter's eight steps, and the ADKAR model.

Q5 How is the "Leadership Development Program" course applied in real-world practice?

Learners apply it by acting on their assessment results, holding coaching conversations with team members, running team performance planning, participating in talent calibration, and executing a personal development plan with stretch assignments and regular reflection.